

APPENDIX G

Vycera's Executive Management Biographies and Organizational Chart

Executive Management Biographies

Derek M. Gietzen

President, CEO and Co-Founder

Derek M. Gietzen, the president, CEO and co-founder of Vycera Communications, has more than 15 years of telecom experience with an established track record of managing high-growth companies. Prior to co-founding Vycera, he served as president and chief operating officer of WXL Communications. Before that, he was vice president and general manager of a start-up long distance carrier, where he directed the company's growth from its start-up phase to an organization with more than 400 employees and \$40 million in annual revenues in less than three years. Gietzen began his telecommunications career at Com Systems, Inc., a \$150-million long distance carrier and operator services provider.

He is an acknowledged industry spokesperson who frequently is quoted in leading industry publications including America's Network, Telephony and Phone+. He has been a featured guest speaker and panelist at numerous telecom trade conferences and participates in a variety of telecom industry organizations.

Thalia Gietzen

Chief Financial Officer and Co-Founder

Thalia Gietzen oversees all financial, accounting, human resources, customer care and order processing operations at Vycera. She has extensive financial expertise and more than 15 years of experience in managing the financial operations of various telecommunications companies. Prior to co-founding Vycera, she served as the CFO and vice president of finance for a large long-distance and operator services provider. In this capacity, Ms. Gietzen managed the finance, accounting and human resources functions for the company and its subsidiaries. She began her telecommunications career as assistant controller for Com Systems, Inc., a \$150-million long-distance and operator services provider. Ms. Gietzen, a licensed CPA, also worked as an auditor with Grant Thornton accountants and management consultants.

Tim Miranda

Vice President of Sales and Marketing

As vice president of sales and marketing for Vycera and Director General of Televas Comunicaciones S.A. de C.V., Tim Miranda manages all aspects of Vycera's sales and marketing activities. Mr. Miranda, who is fluent in Spanish and English, is instrumental in ensuring that Vycera maintains high levels of sales customized for the company's Spanish-speaking consumers. Prior to joining Vycera in 1998, Mr. Miranda owned and operated a large call center operation that employed hundreds of Spanish-speaking sales representatives. Mr. Miranda, who has more than 10 years of telecommunications experience, started his career in telecommunications managing customer service at a fast-growing competitive long distance carrier.

R. Dale Dixon, Jr.

Vice President of Regulatory Affairs

As vice president of regulatory affairs for Vycera, Dale Dixon oversees all aspects of Vycera's compliance with federal and state telecommunications regulations and ensures Vycera maintains an active role in vital proceedings before federal and state utility regulatory agencies. Mr. Dixon brings nearly nine years of telecommunications regulatory experience to Vycera. He began his career in telecommunications as in-house regulatory counsel for MCI in Washington, D.C. Prior to joining Vycera, he represented dozens of technology and telecommunications companies in private practice in transactional, regulatory and litigation matters. Mr. Dixon received his undergraduate degree from Duke University and his law degree from American University.

Michael Ginolfi

Director of Engineering and Operations

Michael Ginolfi is responsible for overseeing all areas of the company's network and switching operations along with managing network provisioning operations. With more than 20 years of telecommunications experience, Mr. Ginolfi brings extensive technical and management expertise to his position. Prior to joining Vycera, he served as the vice president of carrier services for Colorado-based QUOcom Inc. Previous to that, Mr. Ginolfi was the general operations manager of Thrifty Tel, a California-based telecommunications company. During his tenure in the telecom industry, Mr. Ginolfi has managed switch-site activities and network operations for companies ranging from \$5 million to \$1 billion in annual revenues.

Christopher N. Bacquet
Corporate Controller

Christopher Bacquet is an accounting professional with more than seven years experience managing accounting, budgeting, and financial reporting at fast-growth telecom companies. Mr. Bacquet oversees all of the day-to-day operations of Vycera's accounting group, including A/P, A/R and GL. Mr. Bacquet, who is bilingual English/Spanish, also supervises the accounting operations for the Company's U.S. and Mexican subsidiaries. In 2001, Mr. Bacquet earned his MBA at California State University, San Marcos.



Organization Chart

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